



MICHIGAN

To: Honorable Members of the Michigan House of Representatives

From: Amanda Fisher, Assistant State Director

Date: November 29, 2016

RE: HB 4630 and 4643 – Mass Picketing and Replacement Worker Advertising

We are writing to ask you to support House Bills 4630 and 4643 that would allow employers to seek a court injunction against strike picketers that are obstructing their business and also let employers advertise for replacement workers in a strike without being required to disclose that there is a strike in progress.

These bills are necessary because it is difficult, expensive, and time consuming to penalize illegally striking employees and those that engage in harassment tactics as the current law is now constructed. Unions are well aware of this difficulty and have made it clear that they are not afraid to break the law and harass employers. In 2011, for example, the Michigan Education Association (MEA) threatened an illegal statewide strike in reaction to budget cuts and emergency financial manager legislation signed into state law. Some school districts have also had brief strikes and employers have had experience with union pickets that all but shut down their ability to function.

Everyday small businesses face severe penalties associated with failing to post a myriad of notices and posters and/or not complying with hundreds of laws or regulations. If a small business is expected to follow and comply with the law, why should organized labor receive deferential treatment for willful violations of strike laws or engaging in harassment activity because they know the employer remedies are ineffective and difficult to implement?

These bills allow a small business owner to be sure they can keep their doors open by hiring people willing to work, all the while leveling the playing field to make sure that picketers are following the laws as they are written in statute.

We urge your support for HBs 4630 and 4643

Thank you for your support of small business.